



Internal/External Job Posting

Full Time Non-Union Position

Water Resources Engineer (Flood Management)

Who we are

The Grand River Conservation Authority (GRCA) has an international reputation for excellence in managing the natural resources of the largest inland river system in southern Ontario. Our team is made up of committed and passionate experts in their fields, including scientists, engineers, researchers, educators, stewards, planners, foresters, recreation experts and much more. Every day, we come to work to improve the health of the natural environment of the Grand River watershed for those who call it home or come to visit. We are a progressive team, dedicated to lifelong learning, collaboration and making a positive impact.

Who you are

You want to be part of an organization with an environmental goal. You want the work you do to make a difference. You like a team environment where everyone has an opportunity to contribute to achieve a shared goal, no matter their background or level of education and experience. You like problem solving, expanding your horizons and making even the smallest positive impact for your community and the planet.

Why work for us

At the GRCA, we don't just talk about work-life balance, we promote and encourage it. We offer flexible work hours, one day a week working from home, and wellness initiatives and an Employee Assistance Program. Our team feels a connection to their work, each other and the community we serve, and when you're "at the office", you won't feel like you're "at the office." Our Administration Centre is located in a tucked away, natural oasis next to the Shade's Mills reservoir, where a walk or lunch at the picnic tables provides the opportunity to be immersed in nature.

We offer staff development plans and open doors to help advance your career. And our employees benefit from being part of the Ontario Municipal Employees Retirement System (OMERS), with 100% matching contributions from GRCA.

Overview of the Opportunity

Reporting to the Senior Engineer-Flood Management, this position will be focusing on surface water management, water quantity, hydrometric data management and support the completion of hydrologic and hydraulic analyses and associated flood hazard mapping. The role is also expected to include coordination of external contractors / consultants for related project elements including, but not limited to, field surveys, complex hydrologic and hydraulic modeling and mapping, and technical peer review services. This position includes a role in the GRCA's technical review of planning and permit applications to fulfill the Authority's responsibilities as defined within the CA Act and O.Reg. 41/24, and will act as the GRCA expert technical witness in these matters on an as-needed basis. The position will also act as a Senior Operator in the flood forecasting and warning program, and will be accountable to the Director of Flood Operations for this function.

What You'll Do

- Contribute to surface water management related tasks including water quantity, hydrometric data management and stream flow measurements.
- Support the technical completion of hydrologic and hydraulic modeling elements, and Regulatory floodplain mapping products, coordinate revisions to incorporate GIS layers for the associated flood line(s), as updated.
- Support the development of flood inundation mapping for flood-prone communities to aid flood preparedness and municipal emergency plans with respect to floods.
- Contribute to the administration of hydrologic and/or hydraulics-related projects completed by external contractors / consultants on an as-assigned basis.
- Provide technical review of applications and studies such as planning and permit submissions, watershed plans, official plans, environmental assessments, and violations.
- Act as a Senior Operator in the flood forecasting and warning program, including participation in the on-call rotation. Assist with the water management and flood control program including emergency and day-to-day operations. Assist with documenting the extent of observed flooding.
- Provide technical support for other water resources engineering staff engaged in hydrologic / hydraulic analyses, GIS, and related technical matters as needed.
- Participate on provincial committees as assigned.
- Attend meetings, tribunals, and hearings to fulfill the obligations of the GRCA and act as an expert witness as required.
- Other related duties as assigned.

Education

- University degree in Civil, Environmental, Water Resources or related field of engineering with a specialization in, or experience with, water resources engineering and water management.
- Licensed Professional Engineer eligible for membership with the Professional Engineers of Ontario.

Experience

- A minimum of six years related working experience.
- Thorough knowledge and experience in hydrology, open channel hydraulics, and natural channel systems.
- Thorough understanding of flood forecasting and hydrologic modeling techniques.
- Technical understanding of ground water / surface water data collection and hydrometric data management.
- Thorough understanding of hydraulic modelling techniques and associated computer software. Experience with hydrologic computer models HEC-HMS, GAWSER and PCSWM is required. Direct experience with the US Army Corps HEC-RAS 1-D and 2D is required.
- Thorough knowledge of Geographical Information Systems (GIS) applications and tools, particularly related to water resources engineering analysis.
- Experience using data management platforms such as WISKI and programming languages used in data science such as R and Python.
- Project management skills with demonstrated experience coordinating floodplain and hydrologic studies.
- Effective organizational and problem-solving skills, including the ability to independently make decisions, prioritize work and manage competing deadlines.

- Excellent written and oral communication skills with demonstrated ability to prepare correspondence, technical reports, mapping products, and other documents. Demonstrated analytical and research skills are also required.
- Computer proficiency in Word, Excel and PowerPoint is required along with a functional knowledge of database software and concepts, GPS survey technology and general survey techniques.
- Valid driver's license and the ability to travel throughout the watershed.
- Excellent interpersonal and oral communication skills to supervise staff, work effectively with consultants, multi-disciplinary team, contractors and developers.

Competencies and Abilities:

Professional Judgement

Demonstrated ability in the area of critical thinking, analysis and assessment of implications and various perspectives, making connections of underlying issues and the ownership of the outcome. Sound judgment based on experience and expertise resulting in fair, efficient and effective decision making, bringing clarity and resolution to complex and ambiguous situations. Ability to carry out skillful negotiations and interest based conflict resolution. Appropriately balances the interests of both internal and external stakeholders.

Integrity/Ethics

The willingness to hold oneself and others accountable for acting in ways that are consistent with stated values, principles and professional standards. Maintaining impartiality, objectivity, confidentiality and fairness when dealing with co-workers, professional colleagues and stakeholders, and the general public.

Goal/Action Oriented

Does not shy away from challenges and seldom gives up, especially in the face of resistance, setbacks or change. Seizes opportunities; takes initiative and is self-motivated. Organizes work, plans activities and sets priorities in a manner that meets competing needs and timely resolution of matters. Maintains high level of productivity and self-direction working independently or in collaboration. Demonstrated ability to work under pressure and manage multiple tasks simultaneously with changing priorities.

Team Work

Interacts with people respectfully and effectively. Able and willing to share and receive information. The ability to gather facts and pertinent information to gain an understanding of the problem at hand and the perspective of others before drawing conclusions, taking action or resolving conflict. It involves active listening and comprehension of verbal and non-verbal signals to enhance understanding. Demonstrated ability build collaborative partnerships.

Customer Focus

Dedicated to meeting the expectations and requirements of internal and external customers. Exceptional communication and negotiation skills to create, maintain and enhance relations with municipal partners, stakeholders, etc.

Compensation and Benefits

- Annual salary pay range \$94,869 to \$115,423
- Comprehensive benefits package with mental health services and preventative care
- Tuition reimbursement, and computer purchase loans.
- Gold-standard Ontario Municipal Employees Retirement System (OMERS) pension fund with 100% employer matching contributions.
- Free year-round access to GRCA and Conservation Ontario conservation areas (parks).

Approximate Start Date: March 2026

This job posting is for an existing vacancy

To Apply: Please send a resume, cover letter and resume to careers@grandriver.ca in MS Word or PDF format and quote "Water Resources Engineer (Flood Management)" in the subject line.

Deadline for Applications: 4:00pm March 2, 2026

We thank you for your interest, however only candidates under consideration will be contacted.

GRCA is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes and work environments. If you require any accessibility accommodations at any point during the application and hiring process, please contact us. Any information received relating to accommodation will be addressed confidentially

Pursuant to section 29(2) of the Municipal Freedom of Information and Protection of Privacy Act R.S.O. 1990, C. M.56 the personal information contained on this form is collected under the legal authority of the Conservation Authorities Act, R.S.O. 1990, chapter C.27 and is used for recruitment purposes. Questions about the collection of personal information should be directed to the Director of Human Resources, Grand River Conservation Authority, PO Box 729, 400 Clyde Road, Cambridge, Ontario N1R 5W6. 519-621-2761.